

AGREEMENT

Between

THE BOROUGH OF FAIR LAWN

and

THE DEPARTMENT HEAD'S ASSOCIATION
OF THE BOROUGH OF FAIR LAWN

Dated: January 1, 2009 through December 31, 2012

Term: January 1, 2009 through December 31, 2012

All of the terms and conditions set forth in the Agreement between the BOROUGH OF FAIR LAWN and THE DEPARTMENT HEAD'S ASSOCIATION OF FAIR LAWN in its agreement with a term of January 1, 2005 through December 31, 2008 (hereinafter "Agreement"), shall remain in full force and effect unless specifically amended herein.

ARTICLE 3

SALARIES

- A. Each member of the bargaining unit shall receive a 2.9% raise, effective January 1, 2009.
- B. Each member of the bargaining unit shall receive a 3% raise, effective January 1, 2010.
- C. Each member of the bargaining unit shall receive a 3.25% raise, effective January 1, 2011.
- D. Each member of the bargaining unit shall receive a 3.35% raise, effective January 1, 2012.

LONGEVITY

Longevity payments begin on the January following completion of three (3) consecutive years of service.

Each existing employee shall receive longevity pay of 1% for each three (3) years of service and 2% for each five (5) years of service. (Example: Three years 1%, five years 2%, eight years 3%, ten years 4%, etc.) Longevity credit shall be computed for the first full calendar year hired (January through December) and every calendar year thereafter.

The longevity scale for new employees hired on or after January 1, 2009 shall be as follows:

Less than 5 years	0%
5 years, less than 10	\$500
10 years, less than 15	\$750
15 years, less than 20	\$1000
20 years, less than 25	\$1750
25 years or more	\$2000

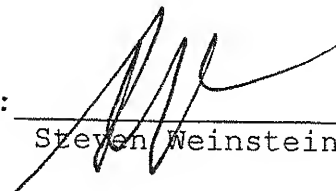
ARTICLE 9

HEALTH BENEFITS

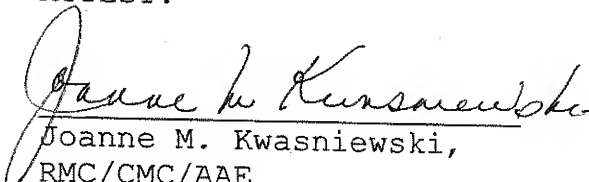
- (C) Department Heads have the ability to buy into the Municipal health plan after retirement at cost plus administrative costs, for those not already covered under previous contracts.

IN WITNESS WHEREOF, the Borough has caused this instrument to be signed by its presiding officers, attested to by the Clerk, and its corporate seal to be hereunto affixed pursuant to a resolution of the Borough passed for that purpose, and the said Employees have duly signed within Agreement on this 3rd day of March, 2009.

THE BOROUGH OF FAIR LAWN,

By: 
Steven Weinstein, Mayor

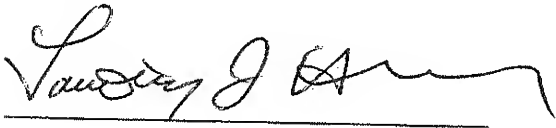
ATTEST:


Joanne M. Kwasniewski,
RMC/CMC/AAE

THE DEPARTMENT HEAD'S
ASSOCIATION OF THE BOROUGH
OF FAIR LAWN

By: 
Kenneth Garrison

WITNESS:



STATE OF NEW JERSEY)

SS:

COUNTY OF BERGEN)

BE IT REMEMBERED, that on this 2nd day of March, 2008, before me, the subscriber, a Notary Public of the State of New Jersey, personally appeared JOANNE M. KWASNIEWSKI who, being by me duly sworn on her oath, doth depose and make proof to my satisfaction, that she is Municipal Clerk of the Borough of Fair Lawn, the municipal corporation named in within Instrument; that STEVEN WEINSTEIN is the Mayor of said municipal corporation; that the execution as well as the making of this Instrument has been duly authorized by a proper resolution of the Borough Council of said municipal corporation; that deponent well knows the such corporate seal of said municipal corporation; and the seal affixed to said Instrument is such corporate seal and was thereto affixed and said Instrument signed and delivered by said Mayor, as for his voluntary act and deed and as for the voluntary act and deed of said municipal corporation, in the presence of deponent, who thereupon subscribed her name thereto as witness.

Sworn and subscribed to before me,
at Fair Lawn, the date aforesaid.

John W. Kinsman.

Laurance Pettico

MARIANNE PETTINEO
A Notary Public of New Jersey
My Commission expires 6/1/2012

STATE OF NEW JERSEY)

SS:

COUNTY OF BERGEN)

BE IT REMEMBERED that on this 2nd day of March, 2009, before me, the subscriber, a Notary Public of the State of New Jersey, personally appeared KENNETH GARRISON, who, I am satisfied, is the person named in and who executed the within Instrument, and thereupon he acknowledged that he signed, sealed and delivered the same as his act and deed, for the uses and purposes herein expressed.

Marilyn B. Bojanowski

MARILYN B. BOJANOWSKI
Notary Public of New Jersey
My Commission Expires 2/24/14